

REPORT DOCUMENTATION PAGE			Form Approved OMB No. 0704-0188	
Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.				
1. AGENCY USE ONLY (Leave blank)		2. REPORT DATE 19-22 FEB 1996		3. REPORT TYPE AND DATES COVERED
4. TITLE AND SUBTITLE Soldier Beliefs About Peacekeeping Operations as predictors of Depression, Morale, and Responsibility			5. FUNDING NUMBERS	
6. AUTHOR(S) Thomas W. Britt, Amy B. Adler, Margaret A. Moore & Paul T. Bartone				
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) US Army Medical Research Unit-Europe Unit 29218 APO AE 09102			8. PERFORMING ORGANIZATION REPORT NUMBER WRAIR/TR-96-0006	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) US Army Medical Research & Materiel Command Ft. Detrick, Frederick, MD 21702-5012			10. SPONSORING/MONITORING AGENCY REPORT NUMBER	
11. SUPPLEMENTARY NOTES				
12a. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution unlimited.			12b. DISTRIBUTION CODE	
13. ABSTRACT (Maximum 200 words) Military personnel are seeing a sudden increase in peacekeeping and humanitarian relief missions. These missions have the potential for producing psychological ambiguities surrounding the relevance of the mission to the individual's identity as a soldier, the guidelines for how to behave during the mission, and the degree of control individuals feel they have over their job on the mission. In the present research we examined the beliefs of US Army Europe (USAREUR) soldiers (N=1420) about the Bosnia peace-enforcement mission prior to their deployment. Questions assessing beliefs included how much control soldiers thought they would have on their job, how well-trained they were for their job, how comfortable they felt in the role of peacekeeper, and the importance of peacekeeping operations. We assessed the impact of these beliefs on soldiers' feelings of responsibility, morale, depression, and excitement and worry about the deployment. The results from the soldiers participating in the Bosnia mission were also compared to the predeployment results of USAREUR soldiers (N = 35) participating in a medical humanitarian assistance mission to Kazakstan. The Triangle Model of responsibility (Britt, 1995; Schlenker, Britt, Pennington, Murphy & Doherty, 1994) served as the theoretical framework for understanding the impact of soldier beliefs on the psychological outcome variables.				
14. SUBJECT TERMS attitudes, beliefs, peacekeeping, humanitarian, responsibility, morale, depression			15. NUMBER OF PAGES	
			16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT UNCLAS	18. SECURITY CLASSIFICATION OF THIS PAGE UNCLAS	19. SECURITY CLASSIFICATION OF ABSTRACT UNCLAS	20. LIMITATION OF ABSTRACT	

Soldier Beliefs About Peacekeeping Operations as Predictors of Depression, Morale, and Responsibility

Thomas W. Britt, Amy B. Adler, Margaret A. Moore and Paul T. Bartone
U.S. Army Medical Research Unit - Europe

DTIC QUALITY INSPECTED

Presented at Partnership for Peace: International Conference on Stress
Management in Peacekeeping and Humanitarian Aid Operations
Brussels, Belgium
19-22 February 1996

19960906 020

Psychological Concerns of the Peacekeeper

- How is this mission relevant to my role as a soldier?
- Are the guidelines for the mission clear?
- Will I experience control over my job?
- Should we be involved in peacekeeping missions?

Study Rationale

How do beliefs about peacekeeping missions affect depression, morale, and responsibility?

- Most research **assumes** that beliefs about peacekeeping affect psychological health and performance
- The purpose of the present research was to examine how different beliefs about peacekeeping influence:
 - Psychological Health
 - Morale
 - Responsibility

Survey Overview

- Pre-Deployment to Bosnia
 - U.S. Army Units in Germany
 - Groups Ranging from 10 to 300
 - Wide Range of Units (infantry, signal, medical)
- Partial Sample (N=1859)
 - 87 % Men; 13 % Women
 - 87 % Enlisted; 13% Officers
 - 53 % White; 31% Black; 8% Hispanic
 - 60 % Married; 32% Single

Predictor Variables

- **Job Clarity** (Triangle Model of responsibility; Britt, 1995; Schlenker et al., 1994). Alpha = .83.
 - "I will be doing what I have been trained to do"
 - "I will have control over my job"
 - "The guidelines for my job will be clear and easy to understand"
- **Peacekeeper Role Adoption** (6 items from Peacekeeping Attitudes Scale). Alpha = .84.
Examples:
 - "I feel comfortable in the role of peacekeeper"
 - "I like the 'human side' associated with peacekeeping"
 - "It is important to help countries in need where we can"
- **Functional Concerns about Peacekeeping Operations** (8 items from Peacekeeping Attitudes Scale). Alpha = .81. Examples:
 - "The guidelines for how to act on a peacekeeping mission are too unclear"
 - "Peacekeeping operations mean witnessing tragic incidents without being able to help"
 - "Peacekeeping missions take the 'fighting edge' away from soldiers"

Outcome Measures

- Depression (Radloff, 1977)
 - Modified 7 Item Scale Assessing Average Number of Depressive Symptoms in the Past Week
- Worry
 - "Worried about the deployment"
- Personal Morale
 - "Your personal morale"
- Responsibility
 - "Feel responsible for my performance during deployment"

Prediction of Depression, Worry, Morale, and Responsibility

Depression (Multiple R = .27)

<u>Predictor</u>	<u>Beta</u>	<u>T-Value</u>	<u>Significance</u>
Job Clarity	-.15	-6.04	<.0001
Role Adoption	-.14	-5.51	<.0001
Functional Concerns	.08	3.22	<.01

Worry (Multiple R = .31)

<u>Predictor</u>	<u>Beta</u>	<u>T-Value</u>	<u>Significance</u>
Job Clarity	-.03	-1.04	>.20
Role Adoption	-.15	-5.82	<.0001
Functional Concerns	.22	9.20	<.0001

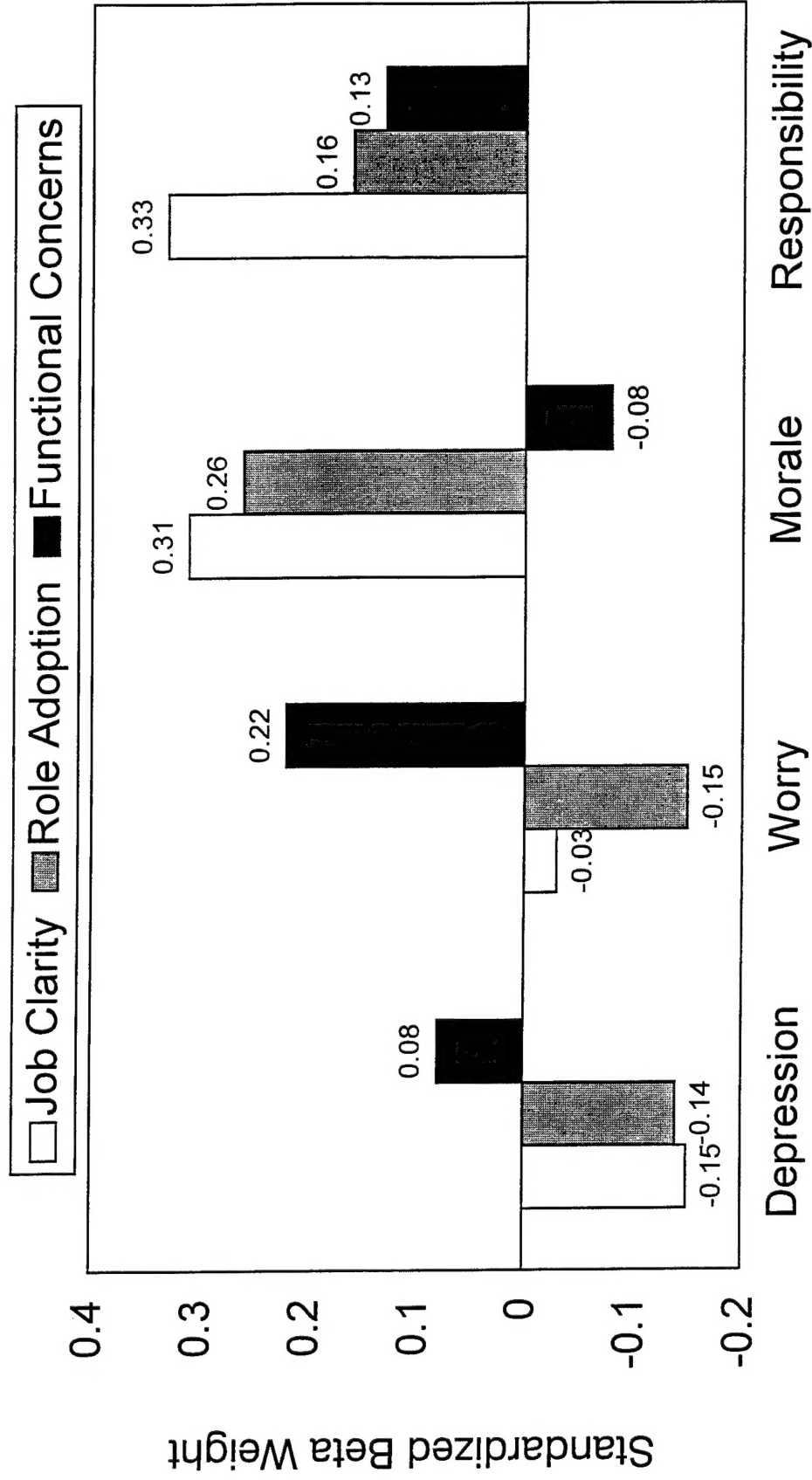
Morale (Multiple R = .50)

<u>Predictor</u>	<u>Beta</u>	<u>T-Value</u>	<u>Significance</u>
Job Clarity	.31	13.61	<.0001
Role Adoption	.26	11.35	<.0001
Functional Concerns	-.09	-3.82	<.001

Responsibility (Multiple R = .39)

<u>Predictor</u>	<u>Beta</u>	<u>T-Value</u>	<u>Significance</u>
Job Clarity	.33	13.91	<.0001
Role Adoption	.16	6.50	<.0001
Functional Concerns	.13	5.74	<.0001

Peacekeeper Beliefs Differ in Their Prediction of the Outcome Measures

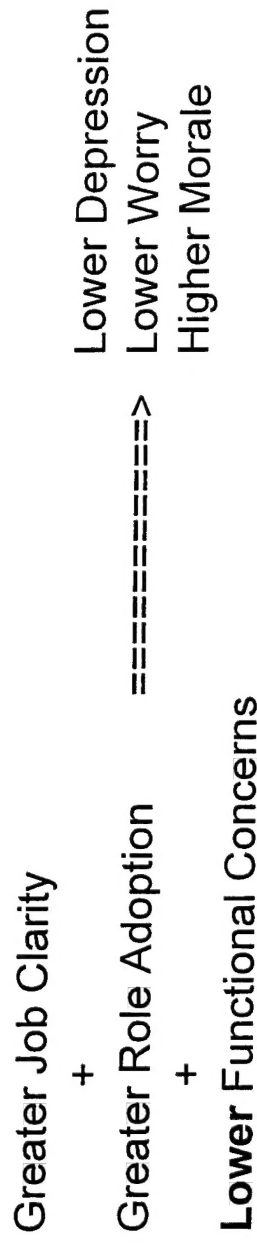


N=1859

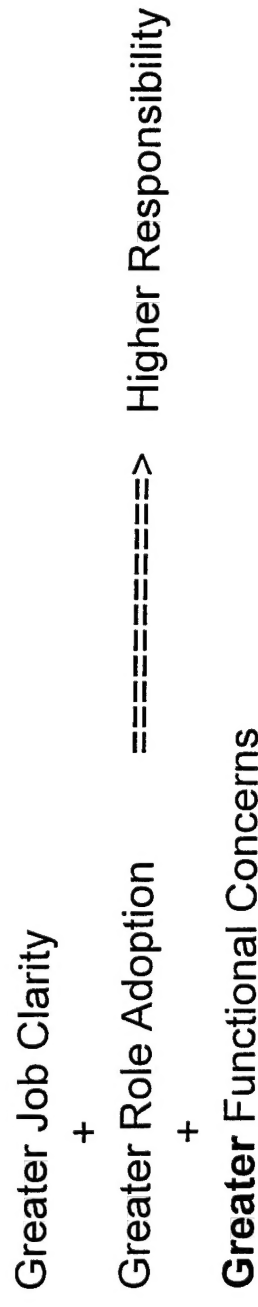
Bosnia Pre-deployment Survey, USAMRU-E

How do Job Clarity, Role Adoption, and Functional Concerns Predict the Outcome Measures?

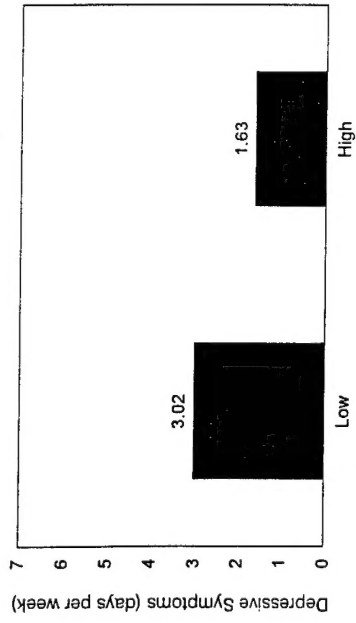
Model 1: Depression, Worry, and Morale



Model 2: Responsibility

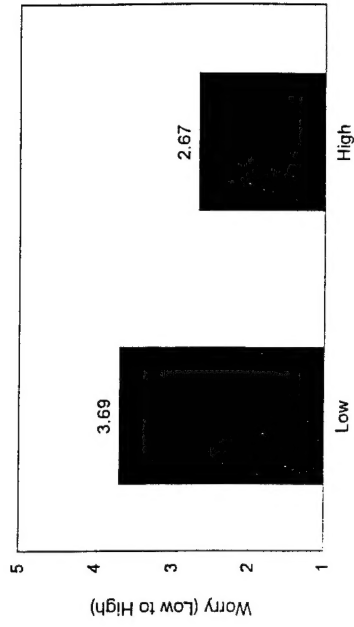


Depression as a Function of Peacekeeper Beliefs (Model 1)



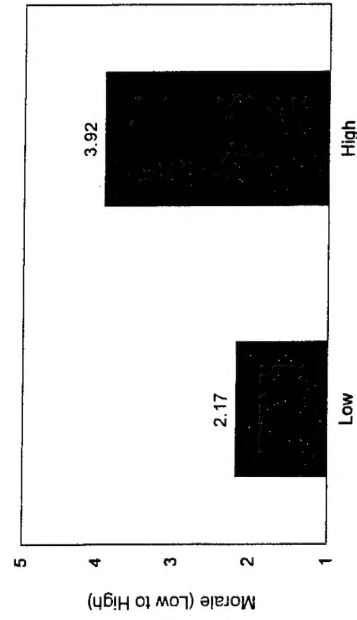
Peacekeeper Beliefs (Job Clarity & Role Adoption & Functional Concerns)
N=1859
Bosnia Pre-Deployment Survey, USAMRU-E

Worry as a Function of Peacekeeper Beliefs (Model 1)



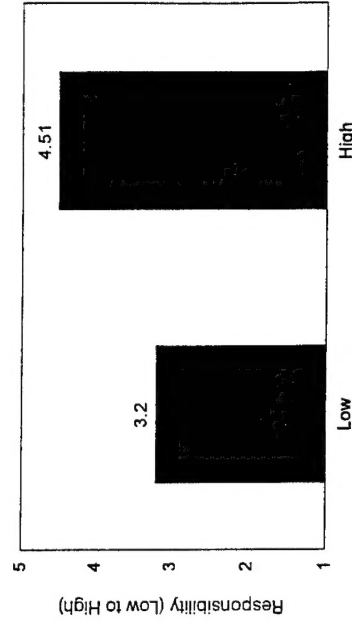
Peacekeeper Beliefs (Job Clarity & Role Adoption & Functional Concerns)
N=1859
Bosnia Pre-Deployment Survey, USAMRU-E

Personal Morale as a Function Peacekeeper Beliefs (Model 1)



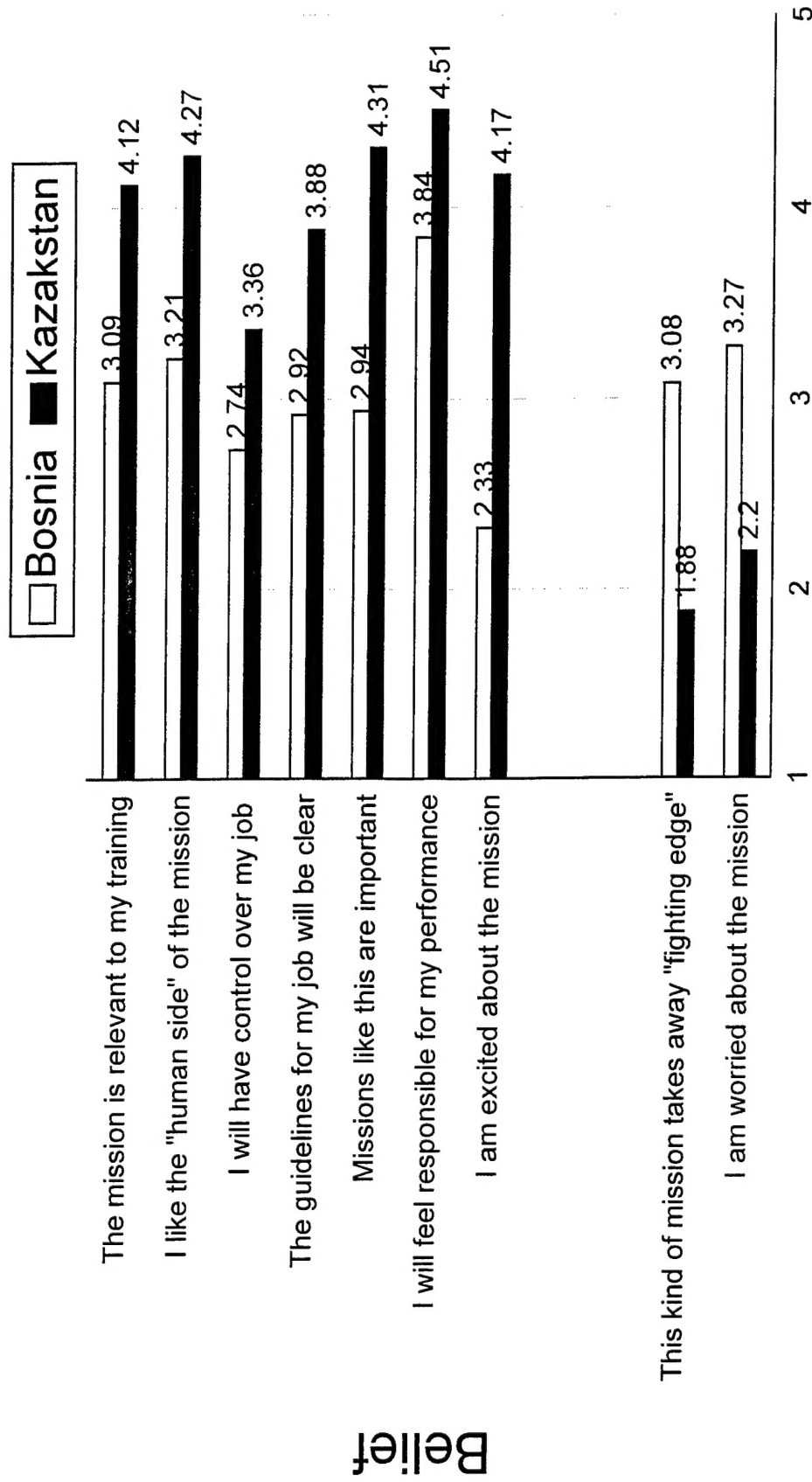
Peacekeeper Beliefs (Job Clarity & Role Adoption & Functional Concerns)
N=1859
Bosnia Pre-Deployment Survey, USAMRU-E

Responsibility for Job Performance as a Function of Peacekeeper Beliefs (Model 2)



Peacekeeper Beliefs (Job Clarity & Role Adoption & Functional Concerns)
N=1859
Bosnia Pre-Deployment Survey, USAMRU-E

Pre-Deployment Beliefs of US Army Soldiers about Peacekeeping (Bosnia) Versus Humanitarian (Kazakhstan) Missions



All differences between Bosnia and Kazakhstan are statistically significant at $p < .005$

Conclusions

- Soldiers having the lowest levels of depression and worry, and highest levels of morale:
 - Perceived their job on the mission as more clear and relevant to their training
 - Felt that peacekeeping operations were important and relevant to their role as a soldier
 - Had fewer functional concerns about peacekeeping operations (e.g., that the rules of engagement are more clear)
- Soldiers anticipating feeling highly responsible for their job performance perceived their job as clear and relevant, adopted the role of peacekeeper, but also exhibited a heightened concern over practical considerations during peacekeeping operations
- Implications for focusing pre-deployment efforts
 - Create a clearer link between soldier identity and the peacekeeper role
 - Acknowledge and address functional concerns up front
 - Assure soldiers they will be adequately retrained on necessary "combat" skills
 - Spend additional time on mission rationale (e.g. sell the mission)
 - Set appropriate expectations for what soldiers can accomplish on the mission